



Environmental, Social and Governance (ESG) Policy

1. INTRODUCTION

Rund believes that Environmental, Social, and Governance (ESG) principles are crucial in meeting the needs of our industry, empowering our communities, and improving the quality of life for future generations.

2. ESG at RUND

This ESG Policy outlines our company-wide approach to integrating ESG throughout our business.

Rund is committed to integrating ESG factors throughout its corporate operations, and we focus on matters that are meaningful to our employees, clients, industry colleagues and the communities in which we work. We seek to lead by example and apply our insights to drive change across our business and industry, including by:

- Measuring, tracking and reducing our emissions resulting from our business operations and increasing the use of clean energy across our corporate offices.
- Recruiting and fostering diverse talent through varying avenues, including but not limited to: graduate-focus initiatives, staff referrals, growing our talent, affinity networks such as the Lighthouse Club, Construction Youth, WISH (Women in Social Housing) and Freehold LGBTQ, along with our social value activities through projects. Rund is also dedicated to hiring, retaining and raising awareness of diverse groups through mentoring, networking events, service opportunities and marketing communications.
- Driving social change for people in communities where we operate by providing opportunities through: Rund's charitable financial contributions, the participation of our people in community-focused activities, and our collaboration with non-profit partners.
- Training our employees through Annual Compliance Training in topics such as data protection and privacy, business ethics, recruitment and selection, diversity and inclusion, and initial training during their onboarding.
- Engaging all staff across the business annually through our business updates and satisfaction surveys to gauge opinions of where, as a business, we can improve and be better. This annual engagement is in addition to our open forum of encouraging staff suggestions to improve their working environment, training opportunities, IT systems, processes, social activities and/or new areas we should consider.

Based on our experience, we believe that considering ESG factors enhances our business, the services we offer and the clients we serve, and helps us identify opportunities for transformation and value creation. Our ESG programme strengthens our company, reputation, drives value, enhances projects, and helps to create better outcomes for people and communities.

The ESG factors that are incorporated into our business practices, the advice we offer clients, and our monitoring processes include, but are not limited to:

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3. ENVIRONMENTAL

- Climate risk
- Energy management and efficiency
- Greenhouse gas emissions
- Land use
- Waste management (including land and water impact)
- Meeting recognised standards, such as ISO 14001

4. SOCIAL

- Equality, diversity, and inclusion (including anti-discrimination)
- Health and safety
- Health and wellbeing
- Human rights and modern slavery
- Quality in construction
- Social value and the impact we deliver
- Staff relations and practices
- Meeting recognised standards, such as ISO 45001

5. GOVERNANCE

- Conflicts of interest
- Corporate governance and compliance oversight
- Fraud, anti-bribery and anti-corruption
- Risk management
- Supply chain processes
- Transparency
- Meeting recognised standards, such as ISO 9001

ESG expertise is embedded across Rund, with experts in our management team, business units and corporate functions. We strive for a highly coordinated approach, knitting our efforts together to apply best practices and business-wide initiatives, and regularly report on these where applicable.

6. ADVICE TO CLIENTS

We consider ESG factors a crucial part of evaluating projects on behalf of our clients, from cradle to the grave; covering feasibility, due diligence, pre-contract, post-contract, handover and end-use. By considering relevant ESG factors in the development process, we aim to identify and address risks and drive value.

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7. FOCUS AREAS

Across our corporate and service activities, we have identified priority ESG topics that we believe can most affect our ability to build a strong company of enduring value.

7.1 Net Zero Carbon

We recognise that climate change is a systemic issue affecting all sectors and geographies. Our goal is to partner with companies across sectors to help reduce the environmental impact of the developments we are involved in, ultimately helping our clients to achieve net zero carbon buildings.

7.2 Equality, Diversity, and Inclusion (EDI)

We are highly focused on driving diversity within Rund. We are working to foster employment opportunities and career mobility for diverse and historically underrepresented talent through our career pathways and succession program. We are also committed to being a family-friendly employer and operating as flexibly as possible to reduce barriers that have traditionally hindered working practices.

7.3 Good Governance

We believe that good corporate governance is essential for financially sound companies. At Rund, we ensure we have an experienced, proactive, and engaged board of directors with the strategic oversight and ability to encourage protocols that enhance transparency, sound financial management and good governance. Furthermore, we provide governance training to our staff serving on our Shadow Boards, alongside the critical focus of the board, which is to consistently deliver: 1. A great place to work, 2. People Development, and 3. Operational Excellence.

7.4 Stewardship

We regularly engage with our staff, clients and the industry on ESG matters. As applicable, ESG matters are discussed at Rund's Executive, Operational and Shadow board meetings, at our business strategy days, and general business and team group meetings.

Rund are corporate members, and the directors and staff of Rund are members of varying professional institutions and industry-interested groups including, but not limited to: The Royal Institution of Chartered Surveyors, The Institute of Clerks of Works and Construction Inspectorate, Association of Project Managers and many more. Rund's membership in these institutions informs our consideration of ESG factors throughout our business, service operations, and how we interact with people through our business activities.

8. REPORTING

We are committed to being transparent with our staff, stakeholders, and industry about Rund's ESG initiatives, successes, and goals. Our ESG communications provide updates regarding our ESG business-wide activities on an annual basis, and we provide periodic ESG updates on our website. We value regular, frequent engagement with our stakeholders on ESG matters.

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Owner: Managing Director

This policy will be reviewed on an annual basis.

Version	Date	Reason for change	Authorised by
1	July 2023	New Policy	Richard Mussell